

**COLLECTIVE BARGAINING
AGREEMENT**

Between

Indeed Brewing Company

And

UNITE HERE LOCAL 17 AFL-CIO

December 7, 2025, through November 30, 2027

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COLLECTIVE BARGAINING AGREEMENT

Between
Indeed Brewing Company
And
UNITE HERE Local 17 AFL-CIO

This Agreement is made and entered into by and between Indeed Brewing Company, hereinafter referred to as "the Employer" or "the Company," and UNITE HERE Local 17 AFL-CIO, hereinafter referred to as "the Union."

ARTICLE 1 **BARGAINING UNIT**

- 1.1 *Purpose.* The purpose of this Agreement shall be to achieve mutual understanding, harmony and cooperation among the Union, the Employer and its Employees; to provide sound working conditions for the Employees; to secure a prompt and fair disposition of grievances; to eliminate all interruptions of work and the interference with the efficient operation of the Employer's establishment; to obtain maximum efficiency in the establishment; to assure excellent customer relations and service; and to set forth the Agreement covering rates of pay, hours of work and conditions of employment to be observed by the Parties during the life of this Agreement.
- 1.2 *Bargaining unit.* The Employer hereby recognizes the Union as the exclusive bargaining representative with respect to wages, hours of employment, and other working conditions for the following bargaining unit:

All full-time, regular part-time, and variable part-time Barbacks, Beertenders, Brand Ambassadors, Cellar Operators, Facilities/Maintenance, Lab Techs, Packaging Associates, Patio Support employees, Shift Brewers, Tour Guides, and Warehouse Associates employed by the Employer at its facility located at 711 15th Avenue NE | 806 14th Avenue NE, Minneapolis, Minnesota; *excluding* managerial employees, confidential employees, office clerical employees, professional employees, supervisors and guards as defined in the National Labor Relations Act, and all other employees.

1.3 *Definitions.*

1.3.1 *Full-time employee.* A “full-time employee” is an employee who has completed their probationary period, and who is authorized or designated to be pre-scheduled for 30 or more hours per week.

1.3.2 *Regular part-time employee.* A “regular part-time employee” is an employee who has completed their probationary period, and who is authorized or designated to be pre-scheduled for between 20 and 29.9 hours per week.

1.3.3 *Variable part-time employee.* A “variable part-time employee” is an employee who is not full-time or regular part-time or temporary.

1.3.4 *Temporary/Seasonal employee.* A “temporary/seasonal employee” is an employee who was hired on a temporary basis (as opposed to on an indefinite, permanent basis) as an employee employed by the Employer. A temporary/seasonal employee will be provided specific start and end dates for their temporary position.

If a temporary/seasonal employee, while in that status, moves to a full-time, regular part-time, or variable part-time position, their time in the temporary/seasonal position shall count towards their probationary period in Section 11.3 of this Agreement.

1.3.5 *Special event employee.* A “special event employee” is an individual brought on to work at a special event put on or hosted by the Employer, which is of a limited and defined duration. Special event employees are not in the bargaining unit, and are not covered by this Agreement.

A special event employee will not work for more than forty (40) hours during a particular special event, unless the Employer and the Union agree to a higher number of hours.

1.4 *New bargaining unit classification or combination of bargaining unit classifications.* When the Employer establishes a new job classification covered by this Agreement, or combines two or more job classifications already covered by this Agreement, the Union shall be notified, and the rate

of pay for such new job classification or combination of classifications shall be subject to negotiation with the Union.

- 1.5 *Union bug.* The Employer may choose to include a reference to UNITE HERE! Local 17 on packaging of some product(s). Prior to doing so, the Employer will contact the Union to discuss options.

ARTICLE 2

COMPLETE AGREEMENT

- 2.1 *Complete agreement.* This Agreement represents the full agreement by the parties with respect to the wages, hours, and other terms and conditions of employment which shall prevail during the term of this Agreement. This Agreement is subject to amendment only by a subsequent written agreement between, and executed by, the duly-authorized representatives of the Employer and the Union.

ARTICLE 3

UNION RIGHTS

- 3.1 The Employer recognizes the Union as the exclusive bargaining representative of the bargaining unit covered by this Agreement.
- 3.2 *Union shop.* It shall be a condition of employment for all employees covered by this Agreement that all employees who are members of the Union on the effective date of this Agreement shall remain members of the Union or pay fees in lieu thereof. Furthermore, any of these employees who are not members of the Union on the effective date of this Agreement shall, on or after the thirty-first (31st) day of the effective date of this Agreement, become and remain members of the Union or pay fees in lieu thereof. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date shall, on or after the thirty-first (31st) day of their employment, become and remain members of the Union or pay fees in lieu thereof.
- 3.3 *Dues check-off.* The Employer shall check-off uniform monthly Union dues and initiation fees and/or other required fees in a manner according to procedures agreed upon between the representatives of both parties, upon receipt of the written authorization form to deduct union dues or fees signed

by the employee. Deductions for checkoff shall be submitted to the Union by the tenth (10th) of each month, but in no event, later than the fifteenth (15th) of the month.

- 3.4 *Authorizations.* The Union will provide to the Employer a written or electronic application form completed by the employee authorizing the Employer to take dues deductions. Employees may express such authorizations by submitting to the Union a written application form, or by submitting to the Union an online deduction authorization, conditional upon the same being allowable under local, state, and federal law.
- 3.5 *Indemnification.* The Union shall indemnify, defend, and save the Employer harmless against any and all claims, demands, suits or other terms of liability that may arise out of or by reason of action taken by the Employer in connection with Section 3.2, 3.3, and/or 3.4 of this Agreement.
- 3.6 *Employee list to the Union.* The Employer shall provide to the Union, upon reasonable request, an updated list of bargaining unit employees, including name, classification, date of hire, address, and, to the extent available, e-mail address and personal telephone number(s).
- 3.7 *New hires.* The Employer will advise newly-hired employees of the name(s) of the union steward(s).
- 3.7.1 The Employer will allow a union steward to, during their non-working time (potentially their paid break time), meet with newly-hired bargaining unit employee(s) shortly after their hire. The Employer may choose to consolidate more than one newly-hired employee into a group so that the union steward is meeting with multiple employees at the same time.
- 3.8 *Union posting.* The Employer agrees to provide space in a conspicuous location that is available for the posting of union notices.
- 3.9 *Union steward(s).* Upon the execution of this Agreement, upon any change, and upon request of the Employer, the business agent for the Union shall provide the Employer with written notice of the name(s) of the union steward(s). Union stewards are not to perform union business during working time.

3.10 *Non-employee union representative access.* The non-employee union representative may access the Employer's premises to participate in a meeting previously scheduled with management. The Employer will not unreasonably deny a request made by the non-employee union representative to access the Employer's premises to observe or inspect a potential safety hazard. The Employer will not unreasonably deny a request made by the non-employee union representative to access the Employer's premises where observing or inspecting some aspect of the workplace is for purposes of the Union investigating a pending written grievance. In the event that a non-employee union representative desires to access the Employer's premises for some other reason(s), the representative will contact the Employer's President or their designee.

3.11 *Union buttons.* All employees shall be permitted to wear the official union button(s) and/or official steward button, subject to the conditions set forth below. The Employer shall have the right to prohibit employees from wearing or displaying such buttons or other union insignia where the Employer has determined that:

- The message or depiction disparages the Employer's product or service;
- The message or depiction is vulgar, profane, abusive, etc.
- It poses a safety risk or hazard.
- It poses a risk of damage to machinery or equipment; or
- It poses a risk of product contamination.

ARTICLE 4

MANAGEMENT RIGHTS

4.1 The management of the Employer and the direction of the working forces shall be vested solely and exclusively in the Employer, except as specifically limited by the express written provisions of this Agreement.

This provision shall include, but is not limited to, the right to determine the quality and quantity of work performed; to create new job classifications and eliminate existing job classifications; to assign and delegate work; to determine the work which employees are to perform; to discipline employees for just cause; to implement, revise, and enforce work rules and other policies; to determine the work schedules for employees and the hours to be worked;

to establish the hours of work (number of hours and starting and end times), including the right to modify, change, lengthen, or shorten work schedules; to determine the number of employees to be employed; to lay-off employees; to select and hire and promote employees; to discontinue (either temporarily or permanently) some or all of the Employer's operations; to transfer or relocate some or all of the Employer's operations; to determine and control the use of the Employer's property; to determine the methods of compliance with federal and state statutes and regulations affecting the Employer's operations; to maintain and improve efficiency; to enter into contracts for the furnishing and purchasing of supplies and services; to change, modify, or discontinue existing operating methods, techniques, and processes; to select, add, change, and remove equipment, and to determine the products and services offered, except where specifically modified by the express written provisions of this Agreement.

- 4.2 In addition, any of the rights, powers, or authority the Employer had prior to the signing of this Agreement are retained by the Employer except where specifically modified by the express written provisions of this Agreement.
- 4.3 The exercise or non-exercise of rights hereby retained by the Employer shall not be deemed a waiver of any such right or prevent the Employer from exercising such rights in any way in the future.

ARTICLE 5

RESPECT AND DIGNITY AND NON-DISCRIMINATION

- 5.1 *Respect and dignity.* The Union and the Employer recognize that workers in the hospitality industry are professional employees deserving of the highest regard. The Union, the Employer, the non-union and union employees will work together to honor the principles of respect and dignity. The Parties and non-union and union employees agree that the continued success and operation of this establishment is dependent upon their mutual respect for one another's work.
- 5.2 *Non-discrimination.* Neither the Union nor the Employer will discriminate against any member of the bargaining unit because of race, creed, color, sex, sexual orientation, age, religion, or disability, or other legally-protected status.

- 5.3 *Language.* The Employer recognizes the right of employees to use the language of their choice when speaking amongst themselves during work hours provided that such conversations are conducted in a manner that is respectful of guests and other employees and is consistent with quality guest service.
- 5.4 *Names.* The Employer and the Union will respect a person's stated name, which is the name that the employee wishes to be referred-to, not necessarily the employee's name as set forth on legal or government identification. If the employee's stated name is different from what is set forth on legal or other employment documents, the employee will provide written notification to the Employer of their stated name. When posting or distributing communications or information in the workplace, and sending information to the Union, the Employer will use an employee's stated name. In communicating with members of the bargaining unit, publishing information, etc., the Union will use an employee's stated name so long as the Union has been given notice of the stated name.
- 5.5 *Pronouns.* When the Employer or the Union is making copies / printouts or providing communications or creating or producing other items or materials that include pronouns for individual employees, the parties will use the employee's stated pronouns, which the employee has identified to the parties.
- 5.6 *Changing area.* The Employer will maintain a gender-neutral changing area for use by employees.

ARTICLE 6

NO-STRIKE OR OTHER INTERFERENCE AND NO LOCKOUT

- 6.1 *No strike or other interference.* The Union agrees that, during the term of this Agreement, there shall be no strike of any kind, and there shall be no slowdown, work stoppage, sympathy strike, boycott, picketing, bannering, or any other type of interference (coercive or otherwise) with the Employer's operations.
- 6.1.1 Section 6.1 does not prohibit an employee from refusing to cross a lawful primary picket line that is located away from the Employer's premises, and that has been sanctioned by the Minneapolis Regional Labor Federation and/or the Minnesota AFL-CIO. An employee who

is exercising their right under this Section 6.1.1 shall immediately notify the Employer. If the Union is aware that the Employer's employees may have occasion to visit a location that is being picketed, the Union shall immediately notify the Employer.

- 6.2 *No lockout.* The Employer agrees that there shall be no lockout during the term of this Agreement.
- 6.3 *Jurisdictional dispute.* It is agreed that any jurisdictional dispute between the Union and any other labor organization(s) with regard to any employee(s) or classification(s) covered by this Agreement shall not result in or interfere with the business of the Employer in any manner.

ARTICLE 7

PRODUCTIVITY AND COOPERATION

- 7.1 *Union and management cooperation.* The Union and the Employer agree to work together to enhance the Employer's business and to improve the conditions under which employees work. –The continued success and operation of the Employer's business is recognized as dependent upon delivery of excellent services to the Employer's guests. The Union agrees to cooperate with the Employer in maintaining and improving safe and sanitary conditions and practices; and in maintaining, safeguarding and conserving the equipment, supplies, materials, vehicles, machinery, buildings, and other property used by employees in connection with their work assignments.
- 7.2 *Safety & Labor-Management Committee.* The parties shall create a Safety & Labor Management Committee consisting of at least two (2) management representatives and at least two (2) union representatives bargaining unit members. This Committee shall meet at regular intervals to review, discuss, and make recommendations concerning chemical usage, safety, maintaining sufficient supplies, maintaining sanitary rest rooms and break rooms, scheduling, efficiency, diversity and inclusion, and suggestions for improving the cooperative working relationship between employees and the Employer.

With regard to diversity and inclusion, the Committee will work to establish goals, and to identify opportunities or pathways for achieving those goals.

ARTICLE 8

COMPENSATION

- 8.1 *Minimum wage rates.* The minimum wage rates for employees covered by this Agreement are identified in Appendix A.
- 8.2 *Statement of wages.* The Employer shall make available to each of its employees at the time of payment of wages, a statement showing name of Employer, name of employee, hours worked at straight-time pay, hours worked at premium or overtime pay, rate(s) of pay, PTO pay, holiday pay, PTO accrual, and authorized deductions.

Wages shall be paid weekly, or every two weeks.

- 8.3 *Minimum wage rates.* The wage rates set forth in Appendix A are minimum wage rates and the Employer may, in its sole discretion, pay an employee a wage rate that is higher than the applicable minimum. Further, nothing in this Agreement shall be construed to prevent the Employer from affording additional wage increases to some employee(s). The Employer shall notify the Union of merit increases that are provided to employees.
- 8.4 *Employees holding a position in more than one classification.* An employee who holds a position in more than one classification will, for a particular work shift, be paid their wage rate for the classification to which they have been scheduled or assigned for that work shift.
- 8.5 *Fixed / automatic gratuities.*
- a) Fixed gratuity for private events with dedicated bartender. For private events involving a dedicated bartender, the bartender will receive a flat \$200 gratuity for up to four hours apart from their hourly wage rate and any gratuities earned through regular customer service during the event. For each additional hour of such private event, the dedicated bartender will receive a flat \$50 gratuity.
 - b) Automatic gratuity for events with pre-paid beverages. For events in which the event host has pre-purchased beverages from Indeed, the Employer will add an automatic gratuity of twenty percent (20%) to the bill amount charged to the event host.

- 8.6 *Promotional events and promotional specials.* The Employer shall keep taproom employees informed and updated on promotional events and promotional specials. The Employer will discuss promotional events and promotional specials during Labor-Management Committee meetings.
- 8.7 *Business costs.* Employees will not be required to pay for such business costs as walk-outs, bad checks, incorrect credit card stamps, addition errors, or cash register shortages.
- 8.8 *Regular rate of pay.* It is specifically agreed by the Union and Employer that any meals or uniforms furnished by the Employer to an employee shall not be considered as part of the employee's regular rate of pay for overtime and wage computation purposes within the meaning of Wage and Hour Law.
- 8.9 *Training pay and taproom lead pay.*
- a) *Training pay.* In the event that an employee other than a designated leadperson is assigned by the Employer to provide substantial on-the-job training to a newly-hired employee for a work shift, such employee providing the training shall be paid an additional one dollar (\$1.00) per hour for the hours spent providing such training as assigned by the Employer.
 - b) *Taproom lead pay.* An employee who is acting as a designated leadperson in the taproom shall be paid an additional one dollar and fifty cents (\$1.50) per hour for hours spent working as a designated leadperson.
- 8.10 *Beer benefits.* Prior to implementing changes to beer benefits, eligibility to use the Ox taproom, or employee discounts (including for Indeed merchandise), the Employer shall provide the Union with notice and an opportunity to meet.

ARTICLE 9

UNIFORM

- 9.1 *Uniforms.* The Employer currently maintains a uniforms policy including a uniform benefit. The Employer typically reviews this on an annual basis for

potential changes to be effective in January. Prior to implementing any changes, the Employer shall provide the Union with notice and an opportunity to meet. In the event that the Employer requires customer-facing employees to wear Indeed-branded clothing, the Employer will provide something satisfying this requirement at no cost to the employee. Where customer-facing employees are required to wear an Indeed-branded shirt, upon hire, a full-time or regular part-time employee will be provided a minimum of two Indeed-branded shirts, whereas a variable part-time employee will be provided a minimum of one Indeed-branded shirt.

- 9.2 *Employees' belongings.* The Employer agrees to provide lockers for safekeeping of employees' personal belongings. Employees shall use these lockers exclusively for keeping their personal belongings while working. Nothing in this section shall be intended to make the Employer liable for the employees' belongings whether left in a locker or elsewhere. The Employer shall have the right to open and search these lockers.

ARTICLE 10

HOURS OF WORK AND OVERTIME

- 10.1 *No guarantee.* This article is intended to provide a basis for calculating overtime. It shall not be construed as a guarantee of minimum or maximum hours of work per day or per week, or of the number of days of work per week, or of working schedules.
- 10.2 As of the effective date of the December 7, 2025, through November 30, 2027, collective bargaining agreement, the standard work week for overtime purposes runs from 12:00 a.m. Sunday through 11:59 p.m. the following Saturday. The Employer agrees to notify the Union of any change in the start of the standard work week.
- 10.3 *Overtime.* Employees shall be paid at the rate of one and one-half times their regular rate of pay for all hours worked in excess of forty (40) hours in the work week.
- 10.4 *Daily premium pay.* An employee who is scheduled for a work shift of at least eight (8) hours shall receive premium pay of time and one-half their regular straight time hourly rate of pay for hours worked in excess of their scheduled shift plus one and one-half hours. (For example, an employee who is

scheduled for a work shift of eight hours of work would be paid time and one-half their regular straight time hourly rate of pay for hours worked in excess of 9.5 hours.)

- 10.5 *Scheduled overtime work.* When the Employer determines more than twenty-four (24) hours in advance that overtime is going to be worked in the brewery, packaging, or the warehouse, the Employer will offer the overtime work to the employees in the needed classifications based on classification seniority and qualifications. If there are insufficient volunteers, it will be assigned to employees in the needed classifications who are qualified to perform the work in reverse order of classification seniority.
- 10.6 *No duplication of overtime and/or premium pay.* There shall be no pyramiding or duplication of overtime and/or premium pay for the same hours worked.
- 10.7 *Work schedules.* Generally, work schedules shall be posted two (2) weeks in advance, although the Employer maintains the exclusive right to adjust the posted schedule based on business needs. Any changes or adjustments shall be communicated to the affected employee(s) as soon as possible in person or by direct message (e.g., text message or Slack).
- 10.8 *Report-in pay.* An employee who reports for work at their scheduled start time without being notified by the Employer to not report (e.g., by text message or slack or phone call) shall receive a minimum of two (2) hours of work or pay in lieu thereof. Notwithstanding the previous sentence, if the employee is given the option to leave work and decides to do so, the employee shall not receive the two hours' minimum pay.
- 10.9 *Discontinuance of business or layoff.* In the event that the Employer closes-down or otherwise discontinues business on a temporary or permanent basis, or lays-off employees on a temporary or permanent basis, the Employer shall provide a minimum of seven (7) calendar days' notice to the affected employees, subject to the following.
 - This notice requirement does not apply where the Employer provides alternative work to the employee(s).

- If the Employer’s action is the result of an act of God, or some situation or condition beyond the control or knowledge of the Employer, the advance notice identified above does not need to be provided. For purposes of this Section 10.9, actions taken by the Employer in response to fluctuations in business are the result of conditions beyond the control or knowledge of the Employer and, therefore, this notice requirement does not apply to such situations.
- The Employer may provide an affected employee with pay at their base, straight time hourly wage rate for their scheduled days of work in lieu of some or all of the notice period. (For example, if a required notice is provided on March 7 that the Employer will not be in operation on March 12 going forward, the employee will be paid for the hours that they were scheduled to work on March 12 and 13, if any.)
- For purposes of this Section 10.9, “temporary” means more than one (1) week.

10.10 *Rest breaks.* All employees working eight-hour shifts will be allowed to take at least two (2) paid breaks of fifteen (15) minutes each, and one unpaid meal period of thirty (30) minutes. Employees are responsible for clocking-out at the start, and clocking-in at the end, of their unpaid meal period. There shall be no automatic deductions of the one-half hour period. If the Employer calls-back an employee to work in the brewery or the tap room during their meal period, the employee will be paid their normal hourly wage rate for the entire meal period.

Employees working in the tap room may submit a written request to the taproom manager (or their designee), informing management of their desire for more work shifts, or less work shifts, than they are typically scheduled-for. The Employer will maintain a list of taproom employees who have submitted this information. An employee can remove themselves from this list at any time by notifying the Employer that they no longer wish to be included on it.

When the Employer identifies that there is a change in scheduling needs on an indefinite basis, and the Employer is not posting to fill a permanent position (*see* Section 11.7), the Employer will refer to this list and determine whom to

approach to fulfill the scheduling needs, taking into the requesting employees' seniority, job performance, and availability with the Employer.

Any employee who was requesting a specific change, but was not granted that change, may request a meeting with management to discuss the matter, including why the Employer did not grant their request in the circumstances, and the prospects for the desired adjustment in the future.

Nothing in this Section 10.10 shall be construed to limit the right of the Employer to decide when to post and fill a permanent position in lieu of, or in addition to, making adjustments by following the process described in this section.

ARTICLE 11 **SENIORITY**

11.1 *Definitions.*

11.1.1 For purposes of this Agreement, “date-of-hire seniority” is defined as the length of an employee’s continuous employment with the Employer from their most recent date of hire.

11.1.2 For purposes of this Agreement, “classification seniority” is defined as the length of an employee’s continuous employment with the Employer from the most recent date on which they moved into a position in their current job classification.

11.2 When two or more employees have the same date-of-hire seniority, or the same classification seniority, under Section 11.1, the relative seniority rank of these employees shall be determined by the employee’s month and day of their birth (e.g., June 30 equals 0630 whereas October 15 equals 1015), with the higher number resulting in greater seniority.

11.3 *Probationary period.* Newly hired or rehired employees shall be subject to a ninety (90) days probationary period. Any absences of longer than two consecutive weeks in duration are not counted as part of the probationary period, meaning that the probationary period shall automatically be extended by the length of any such absence. The Employer may extend the probationary period by an additional thirty (30) days by providing written

notice to the Union and the employee of such extension and the reason. In no case shall the probationary period be longer than one hundred eighty (180) days. During the probationary period, the Employer may terminate the employment of such employee for any reason, and such action shall not be subject to the grievance procedure.

After the probationary period, the employee shall be placed on the seniority list, and their seniority shall then date from the first day of their current period of employment.

11.4 If a bargaining unit member is awarded an open position for which the employee applied in a new or different classification from what they are working at the time position is awarded, the following shall apply.

- The employee shall be subject to a probationary period of sixty (60) calendar days in this new or different classification. Any absences of longer than two consecutive weeks in duration are not counted as part of the probationary period, meaning that the probationary period shall automatically be extended by the length of such absence. In the event that the Employer at any time in this probationary period determines that the employee has not successfully completed this probationary period, the Employer will provide notice to the employee, and the Employer will return the employee to a position in their former classification if such a position is available. If no position in their former classification is available, the employee will retain their date-of-hire seniority and be placed on a preferential hire list for the next open position in their former classification for a period of one year.
- During the first seven calendar days in this new or different classification, the employee may elect to move-out of their position in their new or different classification. If the employee exercises this option, the Employer will return the employee to a position in their former classification if such a position is available. If no position in their former classification is available, the employee will retain their date-of-hire seniority and be placed on a preferential hire list for the next open position in their former classification for a period of one year.

11.5 *Uses of seniority.* Except as otherwise set forth in this Agreement, the Employer and the Union agree to recognize seniority to the extent expressly

specified in the below-identified sections of this Agreement; however, qualification and ability to perform the required work shall be the determining factor.

- (a) With respect to filling a permanent position, see Section 11.7.
- (b) When implementing a layoff or recall in accordance with Section 11.9 below, the information that the Employer sends to the Union regarding the Employer's layoff or recall plans shall include the date-of-hire seniority and the classification seniority of the affected employees.
- (c) With respect to scheduled overtime, see Section 10.5.
- (d) PTO requests are considered and approved on a first-come, first-served basis. However, for PTO requests that are submitted on the same date, preference will be afforded by classification seniority.
- (e) With respect to tap room employees' requests to be scheduled for more work shifts or less work shifts, see Section 10.10 above.

11.6 *Loss or termination of seniority.* An employee's seniority, and all rights incidental to seniority shall terminate if the employee:

- 1) Voluntarily quits, resigns, or retires, including a temporary/seasonal employee reaching the end date for their temporary position.
- 2) Separated from employment on an involuntary basis in conformance with the terms of this Agreement; or
- 3) Has been laid-off for a period of one year; or
- 4) Failed to return to work on the scheduled/approved date for the employee's return from an approved leave of absence or an approved absence; or
- 5) Was absent beyond the leave of absence period granted to an employee due to the employee's illness or disability except in case of injury on the job for which workers compensation benefits are paid; or

- 6) Failed to advise the Employer of the employee's intent to return to work within seven (7) calendar days of receiving a notice of recall from layoff directed to their last known physical or e-mail address.
- 7) Was absent from work for two (2) working days without notifying the Employer, unless the employee proves to the Employer that it was impossible for the employee to provide notice of the absence because of an incapacitating medical condition, or unless the Employer otherwise in its discretion waives this provision and permits the employee to remain employed by the Employer without loss of seniority.

11.7 *Job postings for permanent positions.* When the Employer determines to permanently fill a position, it will post a notice of the open position for a minimum of seven (7) calendar days. The Employer will not fill a position until the seven-day posting period has completed.

If the Employer has decided to go forward with filling such position, it will select the candidate it deems to be the most qualified applicant for the position. If the Employer determines that there is more than one applicant it deems to be the "most qualified," then (a) the candidate already within the bargaining unit will be selected over the external applicant; and (b) as between two candidates already within the bargaining unit deemed the "most qualified," the employee with greater date-of-hire seniority will be offered the position.

11.8 If a bargaining unit member is not awarded an open position for which the employee applied, the employee may request a written explanation for the non-selection and/or a meeting with management to discuss the matter including what preparation is necessary for future opportunities, provided that such request(s) are made within 14 days after notification that the employee was not awarded the position. The meeting shall include the employee's current manager, and the manager of the position for which the employee applied; the meeting will include a union representative if requested by the employee.

11.9 *Layoff and recall.* The Employer shall have the right to implement a permanent reduction in the number of employees. In implementing such a layoff, the Employer will determine the scope and extent of the layoff with regard to matters such as the number of employees and job classifications

affected, and the number of employees to remain and in what job classifications. The Employer will provide the Union with at least seven days' notice prior to implementing a layoff, and this notice shall include the Employer's plan with respect to whom would be laid off. The parties shall then meet, with it being understood that such meeting must occur without delay.

11.9.1 Prior to implementing any recall of laid-off employees, the Employer will notify the Union, identify the Employer's plans for the recall, and offer to meet.

ARTICLE 12

GRIEVANCE AND ARBITRATION PROCEDURE

12.1 *Grievance defined.* Any dispute relating to the interpretation of or adherence to the written terms of this Agreement shall be defined as a grievance and handled as follows. The Union agrees to keep the grievance-arbitration procedure free of non-meritorious grievances.

12.2 *Steps in grievance procedure.* In the event of a grievance as defined by Section 12.1, the parties will attempt to resolve the grievance through the following grievance procedure.

Step 1. The employee is encouraged to discuss the grievance with the applicable supervisor or manager.

Step 2. If no satisfactory resolution to the grievance is reached in Step 1, it shall be reduced to writing, shall be signed by the union representative, and shall set forth the facts of the dispute, the relief sought, and shall refer to the specific provision or provisions of the Agreement alleged to have been violated.

The written grievance must be submitted to the Chief Operating Officer (or expressly identified designee) within fourteen (14) calendar days of the date the employee knew or reasonably should have known of the facts giving rise to the grievance.

Within fourteen (14) calendar days following receipt of the grievance by the Employer, representatives of the Employer and the Union shall meet in an attempt to resolve the grievance. The time for said meeting

may be extended by mutual agreement. Within seven (7) calendar days following the Step 2 meeting, the Employer shall send the Union a written response to such grievance.

Step 3. *Request for arbitration.* If the grievance is not resolved in Step 2 above, either party may refer the matter to arbitration. Any demand for arbitration by a party shall be in writing and must be received by the non-demanding party within fourteen (14) calendar days following the Union's receipt of the Employer's Step 2 answer.

- 12.3 *Time limits.* Any grievance not reduced to writing and submitted to the Chief Operating Officer (or expressly identified designee) within the required time limit under Step 2 of the grievance procedure above shall be deemed abandonment of the grievance, and such grievance shall not be entitled to consideration. If the Employer fails to respond to the grievance within seven (7) days after the Step 2 meeting, the Union may make a demand for arbitration without waiting any further to receive the Employer's response to the grievance and the Employer shall be responsible for any applicable charges through Federal Mediation and Conciliation Service (FMCS) or Bureau of Mediation Services (BMS) for requesting the arbitration panel. Any failure by the Union to, within the required time limit identified above, make a written request or demand for arbitration of a grievance denied by the Employer at Step 2 shall be deemed abandonment of the grievance. However, the time limits of the Grievance Procedure can be mutually extended by the parties. Such extensions of time shall be in writing.
- 12.4 *Mediation.* After a grievance has been submitted to arbitration, and prior to any arbitration hearing, the parties may mutually agree to mediate the grievance in an effort to resolve the dispute. The mediator shall be requested from the Federal Mediation and Conciliation Service (FMCS) or Bureau of Mediation Services (BMS) at no cost to the parties. The Employer and the Union shall give good faith consideration to any recommendations of the mediator.
- 12.5 *Selection of arbitrator.* The parties shall first try to reach mutual agreement on a neutral arbitrator. If the parties are unable to agree on an arbitrator, the arbitrator shall be selected from a "Metropolitan" list of seven (7) neutral arbitrators to be furnished by the Federal Mediation and Conciliation Service (FMCS). By mutual agreement between the parties, they may request a panel

of arbitrators from Bureau of Mediation Services (BMS) instead of FMCS, and select the arbitrator from the BMS panel. The party that demanded arbitration shall be the first party to strike. The parties shall then alternately strike one name until six names have been eliminated, and the one person whose name remains shall be the selected arbitrator.

- 12.6 *Final and binding decision.* The award of the arbitrator shall be in writing and shall be final and binding upon the Union, the Employer, and the Grievant.
- 12.7 *Expenses.* Each party shall pay its own expenses incurred in arbitration, including fees and expenses of the Arbitrator which will be borne equally by the Company and the Union.
- 12.8 *Limitation of arbitrator.* The Arbitrator shall have no authority to add to, subtract from, ignore, or modify in any manner the express terms and provisions of this Agreement. The award of the arbitrator shall be confined to the issues raised in the written grievance, and the arbitrator shall have no power to decide any other issues.

ARTICLE 13 **DISCIPLINE**

- 13.1 *Discipline and discharge.* For an employee who has successfully completed their probationary period, the Employer will discipline them for just cause only. Discipline will normally be in the following form.
- Verbal warning
 - Written warning
 - Suspension / Final written warning
 - Discharge

It is understood that consideration of progressive discipline is one aspect of just cause. However, this shall not be interpreted to preclude the Employer from discharging an employee immediately for just cause, nor from changing the above sequence, depending upon the severity of the action for which the discipline is being administered.

Provided further, however, that progressive discipline need not apply in cases of:

- Dishonesty
- Theft
- Willful negligence
- Gross insubordination
- Abuse of company assets
- Abusive, discriminatory, or harassing behavior towards guests or co-workers
- Reporting for work under the influence of drugs or alcohol
- A serious violation of some Employer rule(s)

Discharges may be preceded by an “administrative leave pending the outcome of an investigation” while the Employer is investigating the matter and making its determination.

- 13.2 *Written notice to the employee.* A written warning, suspension notice, final written warning, or discharge notice, which is to become part of the Employee’s file, shall be provided to the employee. An employee shall sign such notice upon the Employer’s request, but such signature shall in no way be an admission of wrongdoing on the part of the employee. A copy of the notice will be provided to the affected employee and, upon the employee’s request, the Employer will provide a copy to a union steward who is present and/or the Union office.
- 13.3 *Notice to the Union.* All suspension notices and discharge notices will be sent to the Union office following the issuance of such notices
- 13.4 *Right of review.* The Union shall have the right of review of any discharge of an employee who has completed their probationary period by following the grievance procedure set forth in this Agreement.
- 13.5 *Notification of rules.* The Employer will provide notice to employees of the Employer’s rules and work rule changes. The Employer’s rules shall not conflict with this Agreement.
- 13.6 *Discipline-related meetings.*
- 13.6.1 *Weingarten representative.* An employee is entitled to have a union steward present during an investigatory interview that the employee

reasonably believes may result in disciplinary action or termination, if the employee makes the request.

13.6.2 *Suspension and discharge meetings.* In the event that meeting is held to administer a suspension notice or discharge from employment, the employee is entitled to have a union steward present, if the employee makes the request.

13.6.3 *Meeting regarding previous discipline.* For situations in which an employee has received discipline, once two years have elapsed after the discipline was administered, an employee shall have the right to participate in a meeting with management regarding that prior discipline and whether it can any longer be used as a basis for further discipline. In making a determination on this issue, the Employer will consider all relevant factors, including the employee's work history, job performance, the level of the prior discipline, and the reason(s) for the prior discipline. If the situation is not satisfactorily resolved during this meeting it shall be subject to the grievance and arbitration process.

13.7 *Interpreters.* Upon request of the employee, the Employer shall provide an interpreter to an employee who is not fluent in English during any investigatory interview that may result in disciplinary action or termination of the employee.

13.8 *Personnel files.* The Employer shall, at all reasonable times, and at reasonable intervals, upon the request of an employee, permit that employee to inspect such employee's personnel file on their own time.

ARTICLE 14

LEAVES OF ABSENCE

14.1 *Family and medical leaves.*

14.1.1 *Federal FMLA law.* The Employer shall comply with the Family Medical and Leave Act (FMLA). The FMLA entitles eligible employees of covered employers to take up to twelve (12) workweeks of unpaid leave per year for specified family and medical reasons – for example, the birth or adoption of a child, to care for a child,

spouse, or parent with a serious health condition, or to take a medical leave when the employee is unable to work because of their own serious health condition.

14.1.2 *State MNPFML law.* Effective January 2026, or as soon thereafter as the Minnesota Paid Family and Medical Leave law (MNPFML) becomes effective, eligible employees covered by MNPFML will be granted paid leave consistent with the requirements of the law. Under this law, eligible employees may, per year, take up to twelve (12) weeks of medical leave for their own serious health condition, or up to twelve (12) weeks of family leave for specified reasons, or up to twenty (20) weeks of total combined leave based upon needing both family and medical leave.

See Section 14.10 with respect to leaves of absence running concurrently to the greatest extent possible.

14.2 *Minnesota paid family and medical leave law.* This section relates to the Minnesota State paid family and medical leave law. Under this statute, family and medical leave premiums will accrue and become payable. Pursuant to Minnesota Statutes section 268B.14, subdivision 3, the Employer will pay 50% of the premiums, and the employees will pay 50% of the premiums through a deduction in their wages. On this 50/50 basis, the Employer will begin making the premiums payments, and begin making the deductions from employees' wages through payroll deductions, when the need to make the premiums payments commences. Nothing in this section shall be construed to limit or restrict the Employer from meeting its obligations under this State law through the substitution of a private plan that provides the requisite benefit.

14.3 *Bereavement leave.* Eligible employees covered by this Agreement shall be eligible for paid bereavement time on the same basis as the Employer's non-contract employees as such program may be amended from time-to-time by the Employer. The Employer will give the Union no less than 30 days notice to the Union of any changes to the Bereavement leave and agrees to meet and bargain the impact of such changes on union workers, before implementation.

14.4 *Military leave.* Employees other than temporary employees who serve in the military shall be entitled to re-employment and benefits rights as required by law.

14.5 *Union business leave.*

14.5.1 *Union convention leave.* Up to two employees each calendar year may be eligible to take-off work for a one-week period (*i.e.*, a period of seven consecutive calendar days) on an unpaid basis as delegated by the Union in order to attend a labor convention. An employee who wishes to take-off work under this Section 14.5.1 shall submit a PTO request, and their request will be considered on the same basis as PTO requests submitted to the Employer. An employee may choose to use PTO time on the approved days for this leave, but is not required to do so.

14.5.2 *Extended union leave.* An employee who desires an unpaid leave of absence to hold a full-time position with the Union for a period of up to six (6) months must submit a request for a personal leave of absence in order for the Employer to consider the request.

14.6 *Personal leave.* Employees desiring an unpaid leave of absence for some other reasons must secure written approval from the Employer.

If the Employer has determined to decline an employee's request for an unpaid personal leave of absence, the Employer will communicate this to the employee promptly after making this determination.

The following shall apply in instances in which the Employer has not determined to simply deny the employee's request for an unpaid personal leave of absence. The Employer will offer to meet with the employee (and with a representative from the Union if requested by the employee) regarding how the requested leave will affect health insurance coverage and premiums (if the employee is enrolled for health insurance), plus PTO usage. The participants will also discuss the implications for their position and status upon returning from leave. If the Employer determines that it can commit to the employee that, if they return from the leave of absence on the approved date for their return, the employee can return to a position in their job classification and the same number of hours-per-week (or approximate

number of hours-per-week in the taproom), the Employer will communicate this to the employee. If the Employer determines that it can commit to the employee that, if they alter their requested leave in some specified manner (e.g., different start and/or return dates), and the employee returns from the leave of absence on the approved date for their return under that scenario, the employee can return to a position in their job classification and the same number of hours-per-week (or approximate number of hours-per-week in the taproom), the Employer will communicate that to the employee. If, based upon the details of the employee's requested unpaid personal leave of absence (as originally made or as modified), the Employer can grant the requested leave of absence, but determines that it cannot commit to what will be available for them upon their return, the Employer will communicate this to the employee so that the employee can decide, with this knowledge, whether to take the leave of absence or forego it. All commitments shall be in writing prior to the onset of any approved personal leave of absence.

Where the Employer commits to an employee that the employee can return to a position in their job classification and the same number of hours-per-week (or approximate number of hours-per-week in the taproom), provided that the employee returns from leave on their approved date of return, this does depend upon the job classification and position not having been eliminated.

During any leave of absence, the employee shall not engage in new gainful employment.

- 14.7 *Seniority.* An employee who takes a leave of absence will retain their date-of-hire seniority and their classification seniority, unless the employee has experienced a loss or termination of seniority under Section 11.6 of this Agreement.
- 14.8 *Health insurance during FMLA leave.* If an employee is enrolled for health insurance, and the employee goes on a leave of absence covered by the Family and Medical Leave Act, the Employer shall continue to pay its share of the health insurance premiums for up to twelve (12) weeks of leave. To maintain coverage during this period, the employee must make their contributions toward the cost of the health insurance premiums.

- 14.9 *Health insurance premiums.* The Employer may attempt to recover the cost of medical premiums paid during a covered leave of absence if the employee fails to return to work.
- 14.10 *Concurrent leave.* It expressly understood and agreed that the Employer, when granting leaves of absence and administering its leave of absence program, shall have the right to deem leaves of absence for which the employee may qualify-for under different state and/or federal laws as running concurrently to the fullest extent permitted by the relevant or applicable laws.

ARTICLE 15
JURY DUTY

- 15.1 *Jury duty.* When an employee receives notice of jury duty, the employee shall notify their supervisor as soon as possible. The employee shall be released from work for jury duty. An employee who has PTO hours available may use those PTO hours to cover scheduled hours of work that are missed because of jury duty, but will not be required to do so.

ARTICLE 16
PAID TIME OFF (PTO)

- 16.1 *Paid time off (PTO).* Full-time employees will receive the paid time off (PTO) benefits under the same PTO program as the Employer’s full-time non-contract employees as it may be amended from time-to-time by the Employer. The Employer will give the Union no less than 30 days’ notice to the Union of any changes to the PTO program and agrees to meet and bargain the impact of such changes on union workers, before implementation.
- 16.2 Notwithstanding the language set forth in Section 16.1, the following shall apply.
 - 16.2.1 Employees are encouraged to submit PTO requests as far in advance as possible. In order increase the chances the request being granted, the request should be submitted at least four weeks prior to the requested time off.
 - 16.2.2 All PTO requests are subject to the Employer’s evaluation and determination with respect to needed staffing and, therefore,

management approval. The Employer will respond to all PTO requests within fourteen (14) calendar days.

16.2.3 PTO requests are considered and approved on a first-come, first-served basis. However, For PTO requests that are submitted on the same date, preference will be afforded by classification seniority.

16.2.4 PTO hours will be paid at the employee's base, straight time hourly wage rate in their full-time position as of the date the PTO hours are taken.

16.3 Full-time employees who separate from employment will be paid-out earned and accrued but unused PTO on the same basis and under the same conditions and limitations as the Employer's non-contract employees.

ARTICLE 17 **HOLIDAYS**

17.1 *Holidays defined.* For purposes of this Article, the following days are recognized holidays:

- New Year's Day
- Memorial Day
- Juneteenth Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

17.2 *Holiday pay for full-time employees when not working a designated holiday.* A full-time employee who does not work on a recognized holiday shall receive eight (8) hours of pay at their employee's base, straight time hourly wage rate in their full-time position, subject to the following conditions.

- 1) The full-time employee must have successfully completed their probationary period to qualify for this holiday pay.
- 2) The employee must have worked the full scheduled workday immediately before and the full scheduled workday immediately after

the recognized holiday in order to qualify for holiday pay. (An employee who was late, absent, or left work early on the scheduled workday immediately before or the scheduled workday immediately after the designated holiday is disqualified from receiving holiday pay.)

- 3) An employee who is on an approved leave of absence that covers the designated holiday is not entitled to this holiday pay.

A full-time employee who works on a designated holiday is *not* entitled to holiday pay under this Section 17.2, but is entitled to premium pay for working on the designated holiday in accordance with Section 17.3.

17.3 *Premium pay for working a designated holiday.* An employee who works on a designated holiday shall receive time and one-half the employee's base, straight time hourly wage rate for hours actually worked on the designated holiday.

17.4 Hours of holiday pay received by a full-time employee who did not work on the recognized holiday under Section 17.2 of this Agreement shall be treated as hours worked for purposes of overtime.

ARTICLE 18

SUBCONTRACTING

18.1 *Subcontracting.* In the event that the Employer has determined that it intends to subcontract-out bargaining unit work, including the use of temporary employees for bargaining unit work, the Employer shall notify the Union and, upon the Union's request, promptly meet and bargain regarding the Employer's plans to implement subcontracting.

18.2 *Tap room managers and supervisors.* A tap room manager or supervisor will not schedule themselves, or be scheduled, for a work shift as a beertender. A tap room manager or supervisor will not keep or share in tips, unless otherwise dictated by state law.

ARTICLE 19

TECHNOLOGICAL ADVANCEMENT

19.1 The Employer will provide the Union with at least twenty (20) calendar days' notice of any technological change prior to implementation. For purposes of this Section 19.1, technological change shall mean the adoption of technology that is new to the Employer in the form of machines, equipment, robots, or automation, which would substantially change the employees' job responsibilities or workload. Upon request from the Union, the Employer shall meet with the Union regarding the impact of the planned technological change.

ARTICLE 20

SAFETY & EQUIPMENT

- 20.1 *Workplace safety.* The Employer is committed to the safety of all employees, including maintaining a safe workplace, following safe practices, and preventing workplace accidents or injuries. It shall be the responsibility of all employees to cooperate in programs to promote safety to themselves, to other employees, and to guests, and also to comply with all Employer rules, policies, and procedures intended to promote and ensure safety.
- 20.2 *Refusal to work under dangerous conditions.* An employee acting in good faith has the right to refuse to work under conditions which the employee reasonably believes present an imminent danger of death or serious physical harm to the employee. For purposes of this section, such qualifying reasonable belief could be based on the employee's reasonable belief that they have been assigned to work in an unsafe manner with hazardous substances, harmful physical agents, or infectious agents. Prior to exercising their rights under this section, the employee shall promptly notify management of the qualifying perceived unsafe condition. The Employer may not discriminate against an employee for exercising their rights in this regard.
- 20.3 *Defective equipment.* Employees shall immediately notify the Employer of any defects of equipment or needed service or repairs. In the event that the issue affects safety, the Employer shall investigate and respond to the situation as determined to be necessary or appropriate. The Employer will not require an employee to use equipment that is unsafe to operate.
- 20.4 *Maintenance logs.* The Employer will ensure that Employees have direct access to maintenance logs for any machines they are required to operate as part of regular expectations of their position, classification, and department.

- 20.5 *Pregnancy protections.* The Employer will comply with applicable law providing rights to pregnant employees. Upon request, the Employer will meet with a pregnant employee regarding requested or potential pregnancy accommodations, including, but not limited to, more frequent or longer breaks, time off for prenatal care, temporary transfer to a less strenuous or hazardous job, modification in tasks, or a temporary leave of absence, as well as a suitable location for an employee to express milk in privacy. Any time off provided as an accommodation will run concurrently with any protected leave the employee is otherwise entitled to take for the condition under applicable laws. The employee may have a union representative present during such meeting(s) contemplated by this section.
- 20.6 *Extreme weather safety.* The parties recognize that working outdoors in extreme weather conditions poses health and safety issues, and that they will address, during labor-management committee meetings, what steps may be taken to maintain employee health and safety in such situations.

ARTICLE 21
HEALTH INSURANCE

- 21.1 *Health Insurance.* Eligible employees may elect to be covered by the Employer’s health insurance program under the same terms and conditions as the Employer’s non-contract employees, as those terms and conditions may be modified from time-to-time. Coverage for eligible employees who elect health insurance will commence on the applicable date as provided by the terms of the plan.

For 2025 and 2026, respectively, the Employer shall make the following contribution per month toward the total cost of the monthly premium for an eligible employee who has elected health insurance, with the remainder of the total cost paid-for by the employee through payroll deduction.

Year	Employer Contribution Toward Monthly Premiums
2025	\$240
2026	\$270

Effective January 1, 2027, employees who are eligible and elect coverage shall pay the same amount towards the monthly or per-pay-period premiums as the Employer's non-contract employees. Employer's contribution shall in no way be less than the 2026 contribution amount.

ARTICLE 22
STATE AND FEDERAL LAW AND SAVINGS CLAUSE

It is the intention of this Agreement that it be in conformity with all applicable State, City, and Federal Laws, and if any part of this Agreement shall be found to conflict with such laws by a court of competent jurisdiction, the law shall apply, and the remaining terms and provisions of this Agreement shall remain in full force and effect

ARTICLE 23
SALE OR TRANSFER

In the event that the Employer intends to sell, sublet, or assign some or all of the business, the Employer will notify the prospective buyer or assignee of the status of the Union as the representative of the bargaining unit, and will provide the buyer or assignee with a copy of the collective bargaining agreement.

In the event that the Employer sells, sublets, or assigns some or all of the business, the Employer will notify the Union of the sale, sublease or assignment prior to a public announcement, and, upon receipt of a timely request, meet with the Union to discuss the effects on bargaining unit employees.

[Remainder of page intentionally left blank.]

ARTICLE 24
TERM OF AGREEMENT

This Agreement shall be effective from December 7, 2025, through November 30, 2027. This Agreement shall remain in full force and effect from year to year thereafter unless either party shall notify the other party in writing at least sixty (60) days prior to November 30, 2027, or November 30 of any year thereafter, of its desire to terminate, change, or modify this Agreement.

Indeed Brewing Company

UNITE HERE Local 17, AFL-CIO



Christa Sarrack (Jan 5, 2026 10:02:27 CST)

Tom Whisenand, Owner & Advising Founder

Christa Sarrack, President



Kelly Moritz (Jan 5, 2026 18:03:53 CST)



Anders Bloomquist (Jan 5, 2026 14:18:24 CST)

Kelly Moritz, Chief Operating Officer

Anders Bloomquist, Organizer



Ryan Bandy, Chief Business Officer

**APPENDIX A
MINIMUM WAGE RATES**

Packaging	\$21.63
Brewer	\$24.03
Warehouse	\$21.63
Facilities	\$21.63
Taproom (tipped)	Minimum Wage
Barback	Minimum Wage plus \$1.00
Patio Support	Minimum Wage plus \$2.00

Effective January 19, 2026, each bargaining unit member holding a position in packaging, brewing, the warehouse, or facilities will receive a two percent (2%) increase in their base, straight time hourly wage rate.

During the period of the December 7, 2025, through November 30, 2027, collective bargaining agreement, each bargaining unit member holding a position in packaging, brewing, the warehouse, or facilities will receive a two percent (2%) increase in their base, straight time hourly wage rate, effective on their anniversary date of employment, or on the anniversary date of their last wage increase if that occurred on a date different than their anniversary date of employment. (No employee would receive a 2% increase in fewer than 12 months from their prior 2% increase.) This provision shall terminate, expire, and be without further effect as of the end of the day on November 30, 2027.










2025 12 07 -- 2027 11 30 Brewing Company UNITE HERE Local 17 collective bargaining agreement

Final Audit Report

2026-02-09


Created:	2025-12-23
By:	Sue Nichols (snichols@felhaber.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAZWtW_Fjz9yY6MAm2npqo0GvwFKCygfwo

"2025 12 07 -- 2027 11 30 Brewing Company UNITE HERE Local 17 collective bargaining agreement" History


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-  Document emailed to csarrack@here17.org for signature
2025-12-23 - 4:42:47 PM GMT
-  Email viewed by csarrack@here17.org
2026-01-05 - 3:50:23 PM GMT
-  New document URL requested by csarrack@here17.org
2026-01-05 - 3:51:52 PM GMT
-  Signer csarrack@here17.org entered name at signing as Christa Sarrack
2026-01-05 - 4:02:25 PM GMT
-  Document e-signed by Christa Sarrack (csarrack@here17.org)
Signature Date: 2026-01-05 - 4:02:27 PM GMT - Time Source: server
-  Document emailed to abloomquist@here17.org for signature
2026-01-05 - 4:02:30 PM GMT
-  Email viewed by abloomquist@here17.org
2026-01-05 - 8:17:13 PM GMT
-  Signer abloomquist@here17.org entered name at signing as Anders Bloomquist
2026-01-05 - 8:18:22 PM GMT

 Document e-signed by Anders Bloomquist (abloomquist@here17.org)


Signature Date: 2026-01-05 - 8:18:24 PM GMT - Time Source: server

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2026-01-05 - 8:18:26 PM GMT

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2026-01-05 - 8:28:51 PM GMT

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Signature Date: 2026-01-05 - 8:29:18 PM GMT - Time Source: server

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2026-01-05 - 8:29:20 PM GMT

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2026-01-05 - 8:42:33 PM GMT

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Signature Date: 2026-01-06 - 0:03:53 AM GMT - Time Source: server

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2026-01-06 - 0:03:56 AM GMT

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2026-02-06 - 4:54:45 PM GMT

 Email viewed by Ryan Bandy (ryan.bandy@indeedbrewing.com)

2026-02-08 - 4:58:41 PM GMT

 Document e-signed by Ryan Bandy (ryan.bandy@indeedbrewing.com)

Signature Date: 2026-02-09 - 0:09:39 AM GMT - Time Source: server

 Agreement completed.

2026-02-09 - 0:09:39 AM GMT